

Top Teamster Officials Get a Million Dollar Raise

The highest-paid Teamster officials hiked their pay by more than a million dollars last year.

They've got a million reasons to back Hoffa. How about you?

In this special \$150,000 Club issue, TDU publishes our annual report on compensation for the top Teamster officials.

You'll find the full report inside. Here's the punchline in advance: While tens of thousands of Teamsters are taking benefit cuts, pay freezes or worse, our union's highest-paid officials hiked their pay by more than a million dollars.

Some of the biggest pay hikes went to the very officials who have overseen the worst concessions and benefit cuts in Teamster history.

Hoffa himself has nearly doubled his compensation in his ten years in office. Last year, he hauled in \$383,132.

Building union power in tough

times requires the right financial priorities. James Hoffa, the candidate, claimed to understand that.

When Hoffa first ran for General President, he promised to "cut and cap" officer salaries at \$150,000. If Hoffa had kept this promise, our union would have \$30 million more in the bank.

That's \$30 million we could be putting to work to protect members' wages, pensions and benefits—and to rebuild our union's power by organizing the nonunion competition.

Informed members can demand new financial priorities and a new direction for our union. But only if we're organized. That's what TDU is all about.



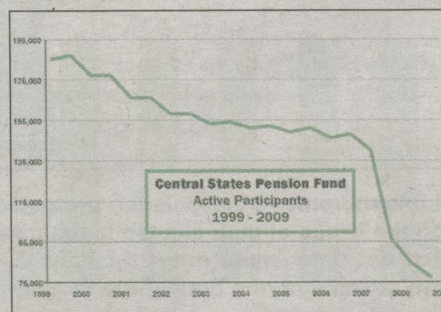
Driving for Respect

Bus drivers in Vermont Local 597 have formed a rank-and-file committee to unite members to win a good contract. **Page 4.**



Members Unite for Change in Puerto Rico

Teamsters are organizing for change in Local 901 after a series of scandals rocked their local union. **Page 4.**



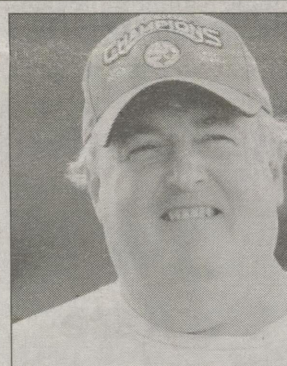
The State of Teamster Pension Funds

The stock market is up, but YRC's withdrawal puts a hole in our pension funding. **Page 10.**



TDU Convention Nov. 6-8, Cleveland

Register for the TDU Convention—a weekend of Teamster education and organizing for change. **Page 12.**



"Let's face it: we have a long way to go to get back any kind of union strength in the freight industry. It's up to working Teamsters to step up, stop whining, and get back to the basics of union solidarity."

"Nobody's going to do it for us. We need to remake our union. It starts with joining TDU."

Mike Schaffer, YRC
Local 769, Miami

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check or money order

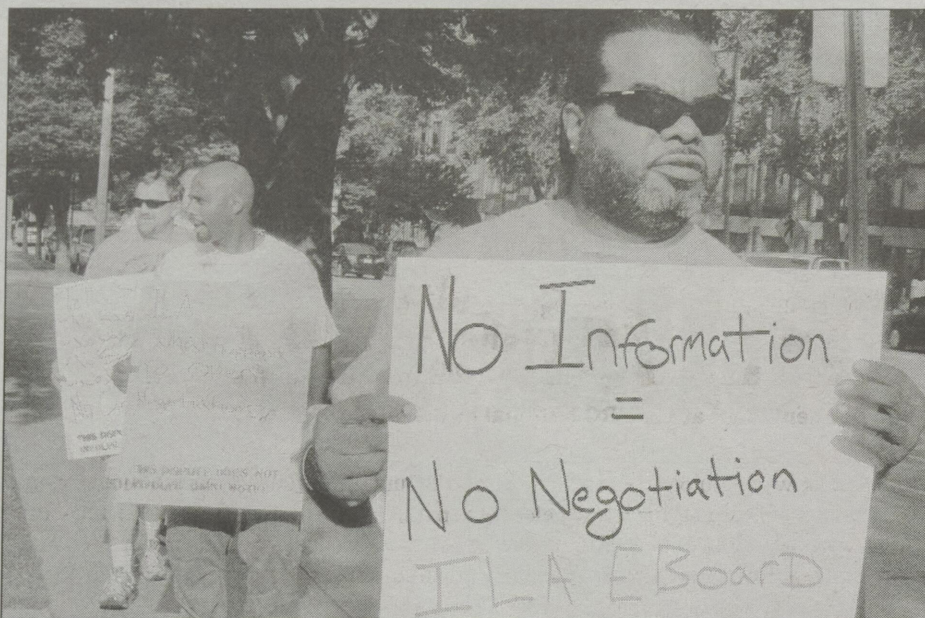
Mastercard/Visa # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

Letters from our Members



Longshore Workers' Coalition

On Aug. 26, members of the International Longshoremen's Association protested a secret contract that was negotiated behind the backs of their elected bargaining committee. A week later the committee voted unanimously to reject the deal. ILA members have their own rank-and-file reform movement, the Longshore Workers' Coalition.

Let's Get Ready To Rumble

I think what is going on in the carhaul sector is typical Hoffa tactics. We shot down the first carhaul contract, and made them remove many of the unfair and unrealistic concessions.

They run a second contract at us, that was better than the first, but still in need of improvement. That one got voted in, so now here we are months later, and they are going local to local to sell out the carhaulers from inside out.

Seems there is nowhere to hide from these cheats. The bunch of them have to go, and in a hurry. While they are still in power, they can still do horrible things to the carhaul sector. We not only have to get them replaced, but we have to

fight them off every day until we get rid of them.

All the while they give us members the shaft, they are cashing in on record earnings, and multiple pensions. Time to put our butts on the line, we either make a stand right now, or we are dead.

Boys, "Let's get ready to rumble."

Chuck Brooks
Cassens, Local 449
Buffalo

We're in a Race To the Bottom

We're in a race to the bottom courtesy of Zollars, Hoffa and Tyson Johnson.

They're just sinking union LTL with their greed and stupidity.

Ken Ellis
YRC, Local 41
Kansas City

CONTACT TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

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TEAMSTERS FOR A DEMOCRATIC UNION: WHO WE ARE, WHAT WE'VE WON, WHERE WE STAND

Teamsters for a Democratic Union is a grassroots organization of thousands of members across North America, working together to rebuild Teamster Power.

We're truck drivers, dock workers, warehouse workers, clericals—every kind of Teamster, and retirees and spouses, too.

We fight for good contracts and oppose concessions and benefit cuts.

We bring Teamsters together to enforce our rights and to hold union officials accountable to the members.

TDU is run by Teamsters for Teamsters. Our leadership body, the

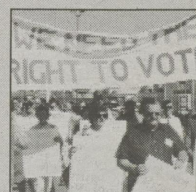
International Steering Committee, is elected each year at our TDU Convention.

Not controlled by any official and answerable only to the rank and file, we are an independent voice for working Teamsters.

For more than 30 years, TDU has been uniting Teamsters to put our union to work for the members. Find out what we've won and where we stand.

If you believe in rebuilding Teamster Power by getting members informed and involved, then Teamsters for a Democratic Union may just be the group for you.

RIGHT TO VOTE FOR TOP OFFICERS

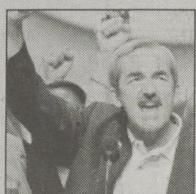


TDU won the right for members to democratically elect our Inter-national Union officers—and the right to vote for Teamster

Convention delegates. But we didn't stop there.

TDU won majority rule on contracts to stop union officials from imposing contracts that had been rejected by a vote of the members. We won the right to vote on contract supplements—a right members have used to defeat pension cuts and other concessions.

A CHOICE IN TEAMSTER ELECTIONS

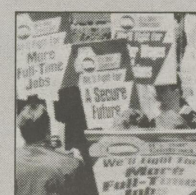


TDU won the Right to Vote—and we use it. TDU members across North America work together to support candidates for

International Union office.

Without TDU's national campaign network, Teamster members would not have a choice in International Union elections. Many TDU members are active in local elections—and have been elected to union office in some of the most powerful Teamster locals.

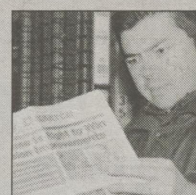
A NEW DIRECTION FOR OUR UNION



TDU helped vote the old guard out of office in 1991 and started to put our union on the right track.

Under new leadership, our union reversed a 16-year decline in membership. Mobilized members won the 1997 UPS Strike—labor's biggest victory in decades.

WATCHDOG AND INDEPENDENT VOICE FOR THE MEMBERS



TDU puts independent, factual information in members' hands and lets you decide.

TDU stands behind union officials—including the Hoffa administration—when our officers are taking action to build Teamster Power. When union officials fail to support the membership, we hold them accountable.

We are not always popular with union officials, but we are always factual and we never shrink from telling the truth.

FOR MORE INFORMATION, GO TO WWW.TDU.ORG/WHOWEARE

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Milwaukee Local 200
Frank Halstead, Los Angeles Local 572
Michael Ruscigno, New York Local 802
Michael Savvoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

David Kremer, Minneapolis Local 320
Willie Hardy, Memphis Local 667
Joe Sexauer, Chicago Local 743

Members:

Gina Alvarez, Chicago Local 743
Chuck Deaver, Seattle Local 174
Matt Higdon, Georgia Local 728
Stefan Ostrach, Oregon Local 206
Liam Russertt, New York Local 804
Hugh Sawyer, BLET Div. 316
Alex Tenchavez, Los Angeles Local 396

Alternates:

Art Dorsch, Baltimore Local 355
Walter Taylor, New York Local 814
Donna McCuiston, Detroit Local 299

Freight Teamsters: No Time to Give Up

Freight Teamsters are being hit hard. But thousands of members are ready to work together to Dump Hoffa and turn our union around.

Most of the 35,000 Teamsters at YRC are now working for 15 percent below the national contract, and getting no pension credits.

It's discouraging to be hit hard by your employer and find your International Union leadership helping the employer beat you up.

But freight Teamsters are not a weak bunch, and many are mad enough to do something about it.

Thousands of freight Teamsters—however they voted on the concessions—are ready to work together to Dump Hoffa and help turn the Teamsters Union in a new direction.

Freight drivers are a minority of Teamsters, but standing together they have the power to reach other Teamsters and put the union back on the right track.

Members Vote Again at New Penn

In August, New Penn Teamsters voted to reject the second round of concessions.

YRC management threatened to close down the operation if members didn't vote for concessions—and the International Union backed them up.

In the re-vote, New Penn Teamsters voted by a 890-329 margin to approve YRCW's concessions.

It was not surprising that most Teamsters reluctantly voted Yes, after the

threats that were handed down to the nearly 2,000 Teamsters. The concession deal was still rejected in Boston Local 25 and Philadelphia Local 107.

Will the Concessions Save YRC?

Teamsters have done more than enough to help management, which is the real problem at YRC.

At the insistence of the IBT, Zollars has brought on board Richard Williamson as the new Chief Strategy Officer.

We all hope that he can help straighten management out.

Several Teamsters pointed out that Williamson has all his bases covered: he's a member of the Turnaround Management Association (TMA) and also the American Bankruptcy Institute (ABI).

Stay Informed, Get Involved

Meanwhile, YRC and the International Union are still working to pressure all YRC Teamsters to accept the latest concessions.

For up to date information on the status of YRC bargaining at Reddaway in the Northwest and the big Chicago units in Locals 705 and 710, and other freight



A popular sentiment at the YRC terminal in Cleveland.

issues, check www.tdu.org.

Are you ready to do your part to elect new leadership and turn our union around? You're not alone.

This month, Teamsters from across

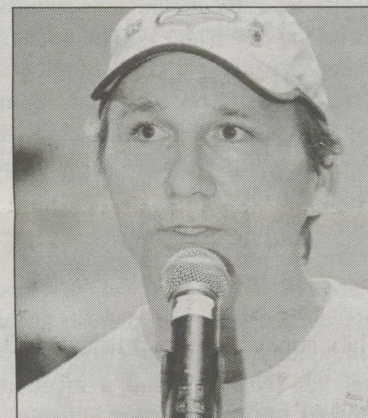
our union are launching a national campaign to Dump Hoffa. Check out DumpHoffa.org to sign up for the campaign army and order your Dump Hoffa gear.

Want to Dump Hoffa? Be at the TDU Convention

"Freight Teamsters alone can not vote out Mr. Country Club, Hoffa Jr. But we can organize to support and help elect a viable candidate that will do more than just spin PR.

"Find out how and much more at this years TDU Convention. I've set a goal of inviting five Teamsters from my area."

**Tim Pagel, YRC
Local 988, Houston**



Nov. 6-8 ♦ Cleveland Airport Sheraton

Freight Teamsters Speak Out

Cuts at ABF?

"Now we're dragged into this whole YRC mess. ABF is talking about needing lower wages and benefits in order to compete. We just got notice from the Michigan Teamster health fund that they're changing our insurance because of reduced contributions from freight companies."

**Paul Boven, ABF
Local 406, Grand Rapids, Mich.**

Who Does Hoffa Work For?

"Hoffa's trying to muscle Local 710 to get a revote to help YRC. Is he working for us or the company? Why don't all the locals that voted down the YRC givebacks take over the International and throw Hoffa out for failure to represent the membership and our contract? We need to vote Hoffa out in 2011."

**Joe Dutka, YRC
Local 710 Steward, Chicago**

Hoffa Sold Us Out

"The Hoffa bums sold us out. They made us revote without any changes to the Memo of Understanding.

"A lot of past and present Teamsters have sacrificed to get a better life and now the IBT is giving it back without a fight. When election time comes, let's make sure we get rid of them. I only pray that there is a union left to save."

**Mike Andrews, New Penn
Local 404, Springfield, Mass.**

What Do You Think?

Do you have a comment, a question, or a suggestion?

Send your comments to info@tdu.org, or call the TDU National Office at (313) 842-2600.

Top Local 901 Official on the Way Out

Teamsters in Puerto Rico Unite for Change

Members are uniting for change in Puerto Rico, as a series of scandals have rocked their local union.

As *Convoy-Dispatch* goes to press, Local 901 principal officer Germán Vázquez may have already cut a deal to resign from the union after he was caught embezzling more than \$55,000 in union funds.

According to an investigation by the Independent Review Board, Vázquez took four improper pay hikes totaling \$55,532 between January 2005 and May 2009.

Vázquez's expected resignation will end his union career, but not the big problems in Local 901—where the Executive Board faces a series of legal charges for violating members' rights.

The Department of Labor is suing Local 901 for election violations, charging that the local ran last fall's voting to illegally favor the incumbents against the Tronquistas Haciendo la Diferencia slate (Teamsters Making a Difference).

The National Labor Relations Board is also taking action against Local 901 officials—charging them with retaliating against members for supporting the reform candidates for union office.

"We are proud to be Teamsters—but we are not proud of Local 901 leaders who have put their own interests ahead of the members," said Humberto Miranda, a Local 901 Teamster and a member of Teamsters for a Democratic Union.

"We're organizing to restore democracy, integrity and power to our union," Miranda said.

Election Scandal

When union reformers formed a slate in last fall's Local 901 election, the Executive Board was not about to risk a clean election.

Local 901 held a walk-in vote with more than 90 polling places. Officials blocked observers from entering the voting sites. They seized control of ballot boxes and blank ballots.

The Department of Labor has sued Local 901 for violating members' rights to a free and fair election, and is demanding a new, fair vote.

But the story doesn't end there.

Local 901 officials also expelled three of the reform candidates—Mara Quiara, Migdalia Magriz and Silvia Rivera—from the union and fined them \$10,000 each on trumped-up charges of leading an illegal 3-day strike at Coca-Cola.

Backed by legal representation, the reformers are fighting to win their reinstatement.

How ridiculous are the charges against them? Consider this: None of the charged Teamsters work at Coca-Cola. Their sole connection to the Coke strike was that



TDU members and other reformers march with a banner supporting the Teamsters Making the Difference Slate.

they came to the picket line to show support to fellow Teamsters. And the NLRB has determined that the strike was not illegal and charged Coca-Cola for unfair labor practices.

Not only do Local 901 officials have no case; they themselves face legal charges for violating members' rights at Coke.

The National Labor Relations Board has issued a complaint against the union for failing to represent strikers who were illegally fired by Coke—charging that Local 901 officials refused to represent the members because they supported

reform candidates for union office.

Organizing for Change

While Local 901 officials prepare their legal defenses, members are organizing for change.

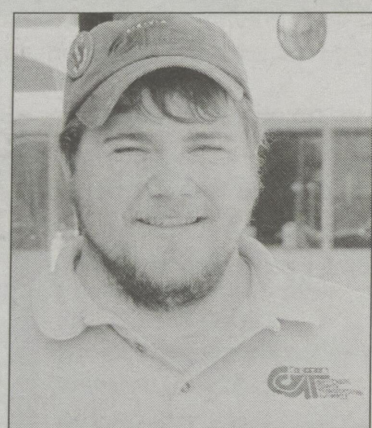
They are holding rank-and-file meetings and building a grassroots communication and information network.

"Local 901 belongs to the members. We're coming together to restore our union to what it can and should be," said Eliot Rodríguez, a Local 901 Teamster from BFI Waste.

Driving for Respect

Vermont Bus Drivers Gear Up Early for Contract Talks

TDU Convention: We'll Be There



Scott Ranney, Bus Driver, CCTA, Local 597, Vermont

"A group of us will be coming out to the TDU Convention together—and we can't wait.

"TDU workshops in Vermont have already helped give us tools to unite the members and get ready for contract bargaining.

"We're looking forward to meeting Teamsters from across the country and getting more training on how to win a strong contract and enforce our rights."

Nov. 6-8 ♦ Cleveland Airport Sheraton

Across the country, bus drivers are organizing with the Teamsters Union to secure a better future and a voice on the job. Those same goals are driving bus workers in Vermont Local 597 to gear up early for their contract negotiations next spring.

Nearly 75 Teamsters drive and maintain buses for the Chittenden County Transportation Authority (CCTA) in and around Burlington, Vermont.

Members have formed a rank-and-file Committee for a Good Contract. They've launched a contract survey to build Teamster unity and give every member a voice in defining the union's bargaining goals.

"Fair discipline is a major issue. Management does pretty much what they want," said Chuck Norris-Brown, a CCTA driver. "We want to eliminate favoritism and clear up grey areas."

Wages and healthcare are big issues—and so is scheduling. CCTA drivers work

split shifts that can keep them away from home from five in the morning until nine at night.

"Some drivers are forced to sleep in their cars because they don't have time to go home between shifts. That's not good for our families—and it's not safe for the public," Norris-Brown said.

CCTA Teamsters have elected a new chief shop steward, Mike Walker, and will soon be electing additional shop stewards.

"We think members having a stronger voice will mean a stronger contract," said Scott Ranney, another Local 597 driver. "This is our contract and it affects all of us."

"Some drivers sleep in their cars because they don't have time to go home between shifts."

UPS Applies Production Squeeze

In a tough economy, management is squeezing UPS Teamsters more than ever.

We've got contract language to protect us. So why isn't it being enforced?

In a tough economy, management is pushing UPS Teamsters harder than ever.

"Our District Manager told us straight out at a PCM that volume is down so we're going to have to squeeze more out of you," said Ken Reiman, a Local 804 member in Long Island, N.Y.

Interviews with UPSers across the country reveal the tools the company is using to apply this squeeze—and the weak contract enforcement that helps management get away with it.

The Squeeze

Across the country, management is demanding higher stops per hour. Ride-alongs are up, both three-day rides and one-day "snapshots." The company is breaking up routes—especially on Mondays and Fridays—and saddling drivers with additional stops and extra hours.

"Members are complaining about

punching out at nine o'clock at night. Some want the hours—but a lot of people would like more time at home with their families," Reiman said.

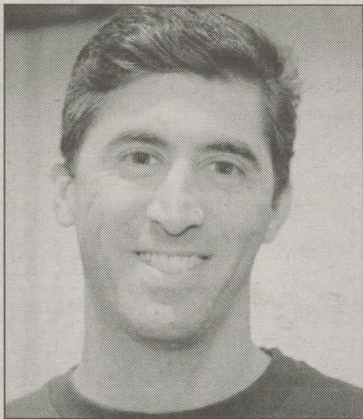
Our union can't make these problems disappear. This is UPS after all. But stronger contract enforcement can protect members from the worst abuses.

International Striking Out

Instead, contract enforcement is at an all-time low. The International Union won just four out of 55 cases at the last national grievance panel. Nationally, 9.5 violations are at an all-time high, but 9.5 grievance settlements are down.

"Everyone is just working themselves into the ground," says Matt Higdon, a shop steward in Atlanta Local 728.

"There's overwhelming frustration on everything having to do with contract enforcement. Our business agent does a great job. The problem is at the top. Hoffa



Management Admits The Squeeze Is On

"Our District Manager told us straight out at a PCM that volume is down so we're going to have to squeeze more out of you.

"Members are complaining about punching out at nine o'clock at night. Some want the hours—but a lot of people would like more time at home with their families."

Ken Reiman, UPS Package Car Driver, Local 804, New York

UPS Mechanics Hold Strike Vote

As we go to press, Teamsters Local 2727 is scheduling a strike vote of 1,400 UPS plane mechanics. The company wants Teamster mechanics and retirees to start contributing to their health insurance premiums. Management also wants to reduce coverage.

Industry analysts have told the press that our union has real leverage because a strike could affect UPS at its busiest time of the year.

Management is dismissive of the strike vote. UPS spokesman Mike Mangeot said: "It's contract posturing and it has absolutely no legal significance whatsoever."

Because they are covered by the Railway Labor Act, the mechanics can only strike if the National Mediation Board says UPS and the Teamsters are at impasse.

Share Contract Enforcement Strategies at the TDU Convention



"The TDU Convention is our chance to compare notes with UPS Teamsters from across the country.

"I'm looking forward to sharing strategies on how we can protect members from production harassment and unfair discipline. I also want to hear how UPS is using new technology, like telematics.

**Mark Day, Local 705
Package Car Steward, Chicago**

Nov. 6-8 ♦ Cleveland Airport Sheraton

is in UPS's pocket and everything trickles down from there," said Higdon.

"We've got to keep filing grievances and stay relentless. But we've also got to get to the source of the problem—and that means changing the leadership at the International Union," Higdon said.

TDU is about using education and

unity to win change.

"Management is really dropping the hammer. Members need to know what their rights are—and how we can make a difference through solidarity and good leadership. That's where TDU comes in," said John Virgen a package steward in Sacramento Local 150.

Dimes on the Dollar For 9.5 Violations

UPS Teamsters are increasingly getting just dimes on the dollar for 9.5 violations—when they get anything at all. The problem is epidemic and infecting areas where members historically have been able to win full penalty pay.

Teamsters in Oklahoma Local 886 have been used to seeing their grievances paid dollar for dollar. But after a year of waiting, the Southern Region panel has ruled on 9.5 grievances filed between June and October of last year. Under the settlement, the panel tossed out the first

grievance each driver filed. And all subsequent grievances were settled at 40 cents on the dollar.

"This is the first time I've seen a 9.5 grievance settled less than dollar for dollar at my building," said Domingo Ramirez, a package car driver and steward at the Enid center.

"We have drivers working until eight or nine every night. This is hard on our families. This settlement sends the wrong message to management, that they can keep putting more and more work on us."

UPS & Downs

UPS Still Profitable in Tough Economy

UPS announced after-tax profits of \$445 million for the second quarter of 2009, up from \$401 million in the first quarter.

In the worst economy in our lifetimes, UPS has turned \$846 million in after-tax profits in the first six months of the year.

By comparison, FedEx lost \$779 million from Dec. 1, 2008 to May 31, 2009—the most recent six months for which the company's earnings info is available.

UPS's volume and profits are both down from last year. UPS made \$873 million in the second quarter of 2008.

Annual \$150,000 Club Report

Every year TDU publishes the salaries of the highest-paid Teamster officials in our \$150,000 Club Report.

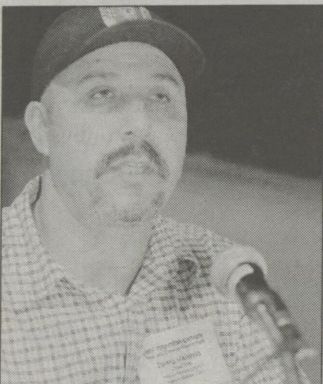
This year the highest-paid officials are fattening up while pay for working Teamsters is flattening out.

Name	City	Total Salary	Total Comp.	Affiliations
Ernest Sowell	Houston	\$317,620	\$321,441	JC 58, L 747
Terry Hancock	Burr Ridge, Ill.	\$305,481	\$316,112	INTL, JC 25, L 731, L 714
Patrick Flynn	Chicago	\$287,949	\$356,430	INTL, JC 25, L 710
James Hoffa	Washington	\$287,949	\$383,132	INTL
John Coli	Chicago	\$287,947	\$344,849	INTL, JC 25, L 727
Jim Santangelo	Covina, Calif.	\$287,946	\$317,398	INTL, JC 42, L 848
James Dawes	Chicago	\$287,010	\$293,419	L 710
Fred Gegare	Eau Claire, Wis.	\$275,273	\$302,101	INTL, JC 39, L 662
Lou Smith	New York	\$263,904	\$293,941	JC 16, L 810
Thomas Keegel	Washington	\$261,330	\$335,892	INTL
Randy Cammack	Covina, Calif.	\$257,239	\$288,354	INTL, JC 42, L 63
Leo Reed	Hollywood, Calif.	\$252,993	\$284,150	INTL, L 399
Jack Cipriani	Greensboro, N.C.	\$251,609	\$281,149	INTL, JC 9, L 391
Stephen Mack	Hayward, Calif.	\$248,075	\$291,086	INTL, JC 7, L 853, L 78
Chuck Mack	Oakland, Calif.	\$241,344	\$273,144	INTL, JC 7, L 70
Walt Lytle	Fort Wayne, Ind.	\$235,958	\$270,043	INTL, L 414
Ken Wood	Tampa, Fla.	\$235,202	\$260,834	INTL, JC 75, L 79
Robert Morales	Daly City, Calif.	\$228,620	\$235,673	INTL, JC 7, L 350
Rick Middleton	Carson, Calif.	\$227,391	\$246,218	INTL, L 572
Gary Labarbera	Lake Success, N.Y.	\$226,167	\$250,417	JC 16, L 282
Richard (Ken) Hall	Charleston, W.Va.	\$223,943	\$249,040	INTL, KY-WV, L 175
David Laughton	Manchester, N.H.	\$222,575	\$249,778	INTL, JC 10, L 633
Freddie Simpson	Southfield, Mich.	\$217,078	\$249,379	INTL, BMW
George Miranda	New York	\$214,262	\$236,562	INTL, JC 16, L 210
William Hamilton	Philadelphia	\$213,975	\$263,340	INTL, PA, JC 53, L 107
Fred Zuckerman	Louisville, Ky.	\$213,250	\$239,690	INTL, WV-KY, JC 94, L 89
Fred Correll	Fullerton, Calif.	\$212,352	\$237,563	GCC DC 2
Fredrick Potter	Hazlet, N.J.	\$211,335	\$240,670	INTL, L 469
Robert Lennox	Covina, Calif.	\$210,816	\$229,952	INTL, JC 42, L 495
Robert Bouvier	Montreal	\$209,192	\$216,081	INTL
Michael Sweeney	Chicago	\$207,561	\$222,983	L 710
Edward Rodzicz	Cleveland	\$204,757	\$250,256	INTL, BLET
Ryan Sherard	Fullerton, Calif.	\$204,647	\$225,902	INTL, GCC DC 2
Brad Slawson, Sr.	St. Paul, Minn.	\$203,839	\$258,002	INTL, JC 32, L 120
Thos. R O'Donnell	Lake Success, N.Y.	\$201,300	\$215,358	L 817
Carroll Haynes	New York	\$198,301	\$213,483	INTL, L 237*
Brian Rainville	Berwyn, Ill.	\$198,126	\$216,457	INTL, JC 25, L 714
Gary Witlen	Washington	\$196,223	\$210,582	INTL
Richard Volpe	New Hyde Park, N.Y.	\$193,632	\$219,687	INTL, L 550
Dan Kane, Sr.	Rahway, N.J.	\$193,185	\$218,661	INTL, L 111
Rome Aloise	San Leandro, Calif.	\$192,735	\$229,749	INTL, JC 7, L 853
Charles L. Deaner	Washington	\$190,784	\$208,174	INTL
Joseph Bairos	Providence, R.I.	\$189,772	\$213,495	INTL, JC 10, L 251
John Williams	Seattle	\$189,559	\$224,597	INTL, JC 28, L 117
Ernest Yates	Daly City, Calif.	\$187,911	\$199,701	INTL, JC 7, L 665
Richard Bell	Washington	\$187,283	\$207,560	INTL
Anthony Cousimano	Hollywood, Calif.	\$186,219	\$212,188	INTL, L 399
Tyson Johnson	Washington	\$185,983	\$219,839	INTL
Patrick Kelly	Orange, Calif.	\$184,689	\$207,985	INTL, L 952
Roger Insprucker	Cincinnati	\$184,063	\$195,247	INTL, OH, L 114
John Perry	Boston	\$183,196	\$197,963	INTL, JC 10, L 82
John Lisner	Burr Ridge, Ill.	\$183,068	\$189,214	L 731
Henry Perry	Memphis, Tenn.	\$182,992	\$212,049	INTL, L 667
Danny Barton	Indianapolis	\$182,686	\$203,109	INTL, JC 69, L 135
Chris Griswold	So El Monte, Calif.	\$181,003	\$242,443	INTL, L 986
George Tedeschi	Washington	\$180,918	\$205,720	INTL, GCC
J. Allen Hobart	Yakima, Wash.	\$180,874	\$211,479	INTL, JC 28, L 760
Alphonse Rispoli	Mountainside, N.J.	\$177,108	\$190,007	JC 73, L 863
Patrick Lopresti	New York	\$176,763	\$207,543	GCC 1-L
John Dulczak	Philadelphia	\$176,605	\$188,661	L 837
Thos. J. O'Donnell	Lake Success, N.Y.	\$176,300	\$199,923	L 817
William Lichtenwald	Toledo, Ohio	\$176,210	\$206,932	INTL, OH, JC 41, JC 44, L 20
Jos. Wojciechowski	Great Neck, N.Y.	\$173,308	\$202,211	L 812
Tony Cornelius	Eau Claire, Wis.	\$170,662	\$188,953	INTL, JC 39, L 662
Howard Redmond	Long Island City, N.Y.	\$167,295	\$168,990	INTL, L 804
Andrew Marshall	Phoenix	\$166,568	\$187,476	INTL, JC 3, L 104
Ernest Soehl	North Brunswick, N.J.	\$166,300	\$190,077	INTL, L 701
Edward Doyle, Jr.	Elmsford, N.Y.	\$165,120	\$190,911	L 456
James McCall	Washington	\$165,092	\$184,210	INTL
Paul Kenny	Los Angeles	\$164,256	\$202,256	L 630
Kevin Reddy	Providence, R.I.	\$163,959	\$182,538	L 251
Joseph Bennetta	Bridgeport, Conn.	\$163,905	\$172,543	INTL, L 191
Richard Hendershot	New York	\$163,672	\$189,127	L 237*
Lucio Reyes	Stockton, Calif.	\$163,309	\$187,723	INTL, CA CC, JC 38, L 601
Gregory Floyd	New York	\$163,183	\$170,718	L 237*
Louis Bisignano	Lake Success, N.Y.	\$162,526	\$181,667	L 282
Thomas Gesualdi	Lake Success, N.Y.	\$162,525	\$184,223	L 282
Donna Santoro	New York	\$160,457	\$180,532	L 810
Keith Gleason	Peoria, Ill.	\$160,185	\$168,800	INTL, JC 65, L 627
Mark Kenny	Wall, N.J.	\$159,744	\$186,778	BLET
Joseph Molinero	Pittsburgh	\$159,220	\$186,691	INTL, PA, L 211
Gregory Nowak	Detroit	\$158,949	\$199,206	INTL, JC 43, L 1038
Leo Carroll	Springfield, Ill.	\$158,384	\$187,566	L 916
Frank Perkins	San Antonio	\$158,033	\$195,903	INTL, L 657
Becky Strzechowski	Chicago	\$157,950	\$184,837	L 727
Anthony Pirozzi	Lake Success, N.Y.	\$157,501	\$172,689	L 282
Steve Vairma	Denver	\$157,330	\$183,796	INTL, JC 3, L 455
Paul Sorrow	Cleveland	\$157,250	\$197,521	INTL, BLET
Ron Herrera	Covina, Calif.	\$157,186	\$172,274	JC 42, L 396
Dan Kane, Jr.	Bronx, N.Y.	\$157,000	\$169,941	INTL, JC 16, L 202
Mary Lou Salmeron	So El Monte, Calif.	\$156,829	\$210,369	INTL, L 986
Robert Machado	Lake Success, N.Y.	\$156,614	\$156,614	L 282
Anthony Donato	Long Island City, N.Y.	\$156,387	\$157,068	L 804
Tony Barr	Springfield, Ill.	\$156,154	\$188,189	L 916
Cheryl Johnson	Washington	\$156,085	\$208,809	INTL
Sean O'Brien	Boston	\$155,350	\$178,054	INTL, JC 10, L 25
Daniel Hannah	El Paso, Texas	\$154,804	\$206,042	BLET
Frank Gallegos	Salinas, Calif.	\$154,296	\$187,601	INTL, JC 7, L 890
Dennis Watson	Carson, Calif.	\$154,125	\$161,362	L 572
Gordon Sweeton	Washington	\$153,835	\$191,223	INTL
Patricia Stryker	New York	\$153,312	\$167,175	L 237*
Val Fiorillo	Mountainside, N.J.	\$152,940	\$168,547	L 863
David Robinson	Saginaw, Mich.	\$152,222	\$179,871	INTL, JC 43, L 486
William Walpert	Cleveland	\$152,087	\$186,813	INTL, BLET
Gary Tiboni	Valley View, Ohio	\$151,656	\$164,230	OH, JC 41, L 436
Michael B. Haffner	Waukegan, Ill.	\$151,424	\$170,050	JC 25, L 301
Anthony Magrene	Long Island City, N.Y.	\$151,133	\$152,816	L 804
Steve Pocztowski	Chicago	\$150,212	\$164,112	JC 25, L 705
Howard Wells	Camden, N.J.	\$150,201	\$164,180	JC 53, L 676
Richard Smith	Des Plaines, Ill.	\$150,000	\$160,075	L 781

Our Wages Can't Keep Up

"Hoffa has nearly doubled his compensation in the last ten years. Our wages can't keep up with the cost of living. Our union can do better. It's up to us to get new leadership."

**Isidro Valdivia, Waste Management
Local 396, Los Angeles**



Top Teamster Officials Get a Million Dollar Raise

It's a tough economy and many Teamster members are taking benefit cuts, pay freezes, or worse.

But last year our union's highest-paid officials hiked their pay by more than a million dollars.

Many Teamster members are laid-off or taking pay cuts. But our union's highest paid officials gave themselves average pay increases of nearly \$10,000 a year.

Those are the findings of the \$150,000 Club Report—a comprehensive analysis of Teamster financial documents and officer compensation by the Teamster Rank and File Education and Legal Defense Foundation (TRF).

Last year, 110 Teamster officials received a salary of \$150,000 or more—the highest number ever. Thirty-five Teamster officials made more than \$200,000.

President Hoffa received the most total compensation of any Teamster official: \$383,132.

While pay for working Teamsters is flattening out, increases for our union's highest-paid officials are fattening up. Consider these facts:

► **Last year, the members of the \$150,000 Club hiked their pay by a total of \$1,041,276.**

► **Teamster officials in the \$150,000 Club got an average pay increase of \$10,000.** That's almost \$5 an hour. Nineteen members of the Club got a raise of \$20,000 or more.

► **In his ten years in office, Hoffa has nearly doubled his annual compensation.** He awarded himself a huge "housing allowance" to boost his salary above the level specified in the Teamster Constitution.

Equality of Sacrifice?

Teamsters in freight, carhaul, and other industries agreed to pay cuts to help keep their companies in business.

Teamster freight officials on the other hand took home some of the biggest raises last year.

Pat Flynn, the head of Chicago Local 710, got a raise of \$10,170 last year, making the total of his three salaries \$287,949. Flynn took home total compensation of \$356,430.

Bill Hamilton, the head of Philadelphia freight Local 107, got the

single biggest raise of any official: \$64,037. Hamilton got that hike when Hoffa appointed him to be an International Vice President, so he gets four salaries.

In carhaul, it's the same story: pay hikes at the top and concessions for working Teamsters. Carhaul Director Fred Zuckerman gave himself a raise, but has helped management push through concessions on a local-by-local basis—gutting Teamsters' pay and undermining the national carhaul contract.

Ken Hall, head of the union's Package Division, got a whopping \$21,594 raise. That's more than \$10 an hour. UPS Teamsters got an increase last year too. Theirs was 35 cents.

Salaries Up, Power Down

Across the board, our union's power is on the decline.

Teamster membership fell by over 20,000 by the end of 2008. By now the loss is closer to 100,000.

Fewer members means falling dues income, which means fewer union resources to spend to protect members' benefits, mobilize for good contracts and organize the nonunion competition.

With working Teamsters facing so many challenges, we can't afford to have our dues money squandered on excessive salaries. But in the Hoffa era, dues waste has exploded.

When Hoffa took office, only 16 officials received multiple salaries from the International Union.

Last year, the International Union paid out multiple salaries to 141 officials who each make more than \$100,000 a year. Counting their salaries, allowances, and expense accounts, those officials made over \$25 million in total compensation.

Positive Examples

The great majority of Teamster officials and representatives make less than \$100,000 a year.

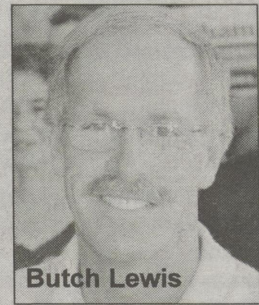
And not all Teamster officials have raised their salaries. A few are even taking cuts themselves. For example, the

How Do Working Teamsters Stack Up?



James Hoffa

In his ten years in office, **General President James Hoffa** has nearly doubled his compensation. Last year he made \$383,132.



Butch Lewis

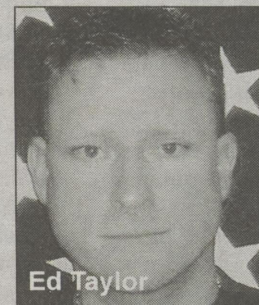
Local 100 freight Teamster Butch Lewis took a 15 percent pay cut—and his pension was frozen for 18 months.



Bill Hamilton

Last year **Local 107 President Bill Hamilton** got a raise of \$64,037 from his four salaries.

Hamilton told **Local 107 Teamster Ed Taylor** he had to take a 10 percent wage cut to save his job—then USF Holland closed his terminal.



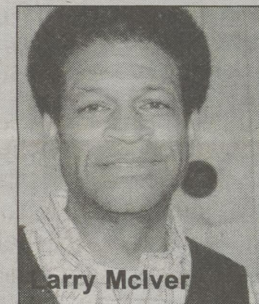
Ed Taylor



Ken Hall

Ken Hall, head of the union's Package Division, got a whopping \$21,594 raise. That's more than \$10 an hour.

Local 804 UPS Teamster Larry McIver got an increase last year too. His was 35 cents.



Larry McIver

Local 767 Teamster Karen Berry took a \$3 hour pay cut and was forced back to part-time when Ken Hall and the International Union failed to enforce the contract language that requires UPS to maintain the 20,000 full-time combo jobs our union won in the 1997 strike.



Karen Berry

officers of Colorado Local 17 agreed to a 10 percent wage cut, after their members at YRC took a similar cut.

Plenty of Teamster officers work hard and earn every penny they make.

Hoffa's Broken Promises

When Hoffa first ran for Teamster General President, he promised to "cut and cap" officer salaries at \$150,000. If he had kept his word, that promise would have saved our union \$4.5 million last year alone.

The total cost of Hoffa's broken promise since he took office is now \$30 million.

That's money that could be used to organize new members and mobilize to protect members' wages and benefits.

We Can Make a Difference

For 30 years, TRF has produced an annual report of Teamster official salaries.

TDU has published this salary and financial report every year, regardless of who is Teamster president. We publish the salary information of every officer in the Club—whether they be friend or foe.

This is the membership's money. Members have a right to the facts.

TDU puts information in the members' hands and brings Teamsters together to make positive changes in our union.

If you're happy with these salary figures in the \$150,000 Club report, then you can sit tight. But if you think our union needs to change its financial priorities and its direction, contact TDU.

Report on Official Salaries Over \$100,000

For 30 years TDU has listed the salary of every Teamster official who made more than \$100,000.

The entire list is too big to be printed in full in Convoy. You can find the complete listing online at www.tdu.org/2009salaryreport.

Name	City	Total Salary	Total Comp.	Affiliations
Dennis Raymond	Waterbury, Conn.	\$149,927	\$171,148	INTL, JC 10, L 677
John F. Murphy	Boston	\$149,066	\$191,085	INTL, L 122
John Bulgaro	Albany, N.Y.	\$147,852	\$175,569	INTL, JC 18, L 294
Anthony Caifano	New York	\$147,598	\$174,620	GCC 1-L
Eddie Allers	New York	\$146,778	\$170,474	L 272
William Buhlert	Long Island City, N.Y.	\$146,542	\$147,927	L 804
Chris Silvera	Long Island City, N.Y.	\$146,054	\$181,537	L 808
Al Mixon	Cleveland	\$145,958	\$151,648	INTL, JC 41, L 507
Thomas P. Clair	Chicago	\$145,857	\$187,489	L 726*
Brian Carroll	Providence, R.I.	\$145,597	\$162,391	L 251
Dale Bolt	Burr Ridge, Ill.	\$145,530	\$146,865	L 731
Michael Scott	North Miami, Fla.	\$145,520	\$151,255	INTL, JC 75, L 769
Jeffrey Farmer	Washington	\$145,091	\$178,167	INTL
Kevin Moore	Detroit	\$144,800	\$188,936	INTL, JC 43, L 299
Brian Meidel	Chicago	\$144,732	\$147,057	JC 25, L 734
Randall Peterson	Hollywood, Calif.	\$144,412	\$175,034	L 399
Mark Herrman	Madison, Wis.	\$144,190	\$156,179	INTL, L 695
John Nemeth	Long Island City, N.Y.	\$143,908	\$144,533	L 804
Bret Caldwell	Washington	\$143,804	\$180,694	INTL
Ken Bryant	Dallas	\$143,762	\$165,132	INTL, JC 80, L 745
Robert Roberge	Elmsford, N.Y.	\$143,729	\$173,346	L 456
Thomas Connolly	Long Island City, N.Y.	\$143,442	\$143,935	L 804
William Leary	Long Island City, N.Y.	\$143,293	\$143,620	L 804
Patrick Defelice	Long Island City, N.Y.	\$143,098	\$143,810	L 804
Frank Laquidara	Long Island City, N.Y.	\$143,098	\$143,771	L 804
Steven Medina	Long Island City, N.Y.	\$143,023	\$143,669	L 804
Angelo Guarella	Long Island City, N.Y.	\$142,790	\$142,790	L 804
John A. Murphy	Boston	\$142,782	\$179,785	INTL, L 25
Thomas Metzinger	Washington	\$142,252	\$157,744	INTL
Michael Stapleton	Orlando, Fla.	\$142,201	\$159,806	INTL, JC 75, L 385
Thomas Stiede	Berwyn, Ill.	\$142,110	\$158,942	JC 25, L 714, L 703
Michael Manley	Washington	\$142,096	\$155,742	INTL
Susan Mauren	Minneapolis	\$142,090	\$177,482	INTL, JC 32, L 320*
William Norris	Louisville, Ky.	\$141,912	\$147,902	L 783
Thomas Marchetti	Hollywood, Calif.	\$141,691	\$163,390	L 399
Charles Byrnes	Pittsburgh	\$141,660	\$170,434	INTL, JC 40, L 926
Steve Dayan	Hollywood, Calif.	\$141,644	\$158,286	L 399
Raymond Whitmer	Long Beach, Calif.	\$141,619	\$163,895	INTL, L 911
John Karakian	Battle Creek, Mich.	\$141,417	\$149,093	BLET
Anthony D'Aquila III	Lake Success, N.Y.	\$141,327	\$161,204	L 282
Michael O'Toole	Lake Success, N.Y.	\$141,327	\$160,198	L 282
Paul Luddine	Lake Success, N.Y.	\$141,327	\$159,056	L 282
Dominick Marrocco	Lake Success, N.Y.	\$141,327	\$157,083	L 282
Donnie West	Birmingham, Ala.	\$141,000	\$168,109	INTL, JC 87, L 612
Edmund Kane	New York	\$140,768	\$164,428	L 237*
Lamont Byrd	Washington	\$140,319	\$158,955	INTL
Jeff Padellaro	Manchester, N.H.	\$140,221	\$154,547	L 633
Ferline Buie	Washington	\$139,792	\$153,117	INTL, JC 55, L 922
Dennis Hart	San Leandro, Calif.	\$139,693	\$163,142	INTL, BR, L 853, L 78
John Gerow	Union, N.J.	\$139,570	\$148,304	L 97
Eddie Jacobson	Centralia, Wash.	\$139,275	\$167,277	INTL, JC 28, L 252
Spencer Thal	Seattle	\$139,178	\$156,282	L 117
Rigoberto Tirado	Covina, Calif.	\$138,844	\$151,861	L 495
Robert Hahn	Orange, Calif.	\$138,810	\$159,135	L 952
Thomas Feeley	New York	\$138,778	\$160,790	L 810
Edward Gleason	Washington	\$138,712	\$154,408	INTL
Richard Gibson	Washington	\$138,712	\$150,716	INTL
Harvey Jackson	Stratford, Conn.	\$138,708	\$144,795	INTL, L 1150
Ed Keyser	Washington	\$138,121	\$161,558	INTL
Neil Ditchek	Washington	\$137,984	\$148,191	INTL
Mark Banton	San Bernardino, Calif.	\$137,941	\$152,617	BLET
Lourdes Garcia	Carson, Calif.	\$137,375	\$141,377	L 572
Iain Gold	Washington	\$137,308	\$155,804	INTL
Rodney Joggerst	St. Louis	\$136,914	\$148,746	JC 13, L 618
Genaro Rodriguez	Berwyn, Ill.	\$136,729	\$156,474	L 714
Francis Connolly, Jr.	Lake Success, N.Y.	\$136,300	\$151,225	L 817
Denis Taylor	Baltimore	\$136,181	\$148,143	INTL, JC 62, L 355
Jim Kabell	Springfield, Mo.	\$136,057	\$146,372	INTL, JC 56, L 245
W.C. "Willie" Smith	Jackson, Miss.	\$135,889	\$153,594	INTL, JC 87, L 891
John Heffernan	New York	\$135,702	\$143,620	GCC L 2
Fred Alston	New York	\$135,266	\$154,983	L 272
Joseph Mattesi	New York	\$135,266	\$154,347	L 272
Robert Bayusik	New Haven, Conn.	\$134,900	\$151,838	L 443
Steven Labrie	Providence, R.I.	\$134,759	\$146,465	L 251
Charles Rightnowar	Liberty, Mo.	\$134,629	\$134,629	BLET UPRR-EAST
Todd Thompson	Washington	\$134,570	\$190,110	INTL
Marcus Ruef	Cleveland	\$134,328	\$175,445	BLET
Richard Radek	Cleveland	\$134,328	\$172,496	BLET
Stephen Speagle	Cleveland	\$134,328	\$172,043	BLET
Edgar Pruitt	Cleveland	\$134,328	\$168,817	BLET
Merle Geiger, Jr.	Cleveland	\$134,328	\$167,678	BLET
John Tolman	Cleveland	\$134,328	\$167,411	BLET
Robert Paffenroth	Covina, Calif.	\$134,300	\$180,937	INTL, L 63
Douglas Teoli	Providence, R.I.	\$134,206	\$142,783	L 251
John Steger	Washington	\$134,171	\$152,748	INTL
Gerald Gross	S. Easton, Mass.	\$134,142	\$154,994	JC 10, L 653
Vic Shada	Sacramento, Calif.	\$133,782	\$150,070	JC 38, L 150
Joseph Boyajian	Providence, R.I.	\$133,688	\$142,683	L 251
Jay Phillips	Covina, Calif.	\$133,260	\$151,380	L 396
Nick Nardi	Cleveland	\$132,812	\$151,717	OH, L 416
Gilbert Gore	Crosby, Texas	\$132,597	\$154,261	BLET UPRR-SOUTH
Dean Modecker	Denver	\$132,107	\$153,932	INTL, L 455
Melvin Cavett	Hollywood, Calif.	\$132,102	\$162,655	L 399
Louis Sanchez	Mountainside, N.J.	\$132,000	\$148,470	L 863
Frederick McLuckie	Washington	\$131,960	\$149,162	INTL
Donnie Martin	Kansas City, Mo.	\$131,374	\$136,926	L 41
Mike Bergen	Covina, Calif.	\$131,267	\$141,525	INTL, JC 42, L 166
Edward Duffy	Hollywood, Calif.	\$131,118	\$149,430	L 399
Warren Marsh	Great Neck, N.Y.	\$131,096	\$163,550	L 812
Thomas Rosano	Great Neck, N.Y.	\$131,096	\$161,438	L 812
Sydney Goldstein	Elmsford, N.Y.	\$130,940	\$155,797	L 456
Maria Perez	Union, N.J.	\$130,712	\$135,890	L 97
Ronald Germana	New York	\$129,938	\$151,073	L 237*
Raymond Franco	Chicago	\$129,734	\$139,278	L 710
Shanda Laurent	Hollywood, Calif.	\$129,444	\$156,561	L 399
Thomas Malone	Great Neck, N.Y.	\$129,204	\$158,419	L 812
Paul Cardullo	Philadelphia	\$129,109	\$147,143	INTL, JC 53, L 929
Antonio Christian	San Leandro, Calif.	\$128,590	\$151,990	INTL, L 853
Thomas Ratliff	Washington	\$128,538	\$128,538	INTL, JC 55, L 639
John Williams	Washington	\$128,534	\$153,966	INTL
Tiffany Moline	Houston	\$128,527	\$133,595	L 747
Kenneth Coleman	Anchorage, Alaska	\$128,502	\$147,395	L 959
Patrick Williams	San Bernardino, Calif.	\$128,470	\$174,076	BLET SNTA FE RR
Cynthia Impala	Washington	\$128,309	\$150,775	INTL
Frank Burdell	Cleveland	\$127,786	\$133,776	INTL, JC 41, L 407
Stephen Northup	Fullerton, Calif.	\$127,572	\$134,753	GCC DC 2
Kenneth Brantley	Chicago	\$127,033	\$167,957	L 726*
John Cotoggio	Great Neck, N.Y.	\$126,827	\$159,304	L 812
Donald Arnold	New York	\$126,714	\$162,182	L 237*
Malcolm Patterson, Jr.	New York	\$126,714	\$155,779	L 237*
John Burns	New York	\$126,714	\$144,303	L 237*
Ralph Stubbs	Kansas City, Mo.	\$126,547	\$131,611	JC 56, L 41
David Lucas	Bloomfield, Conn.	\$126,449	\$151,566	JC 10, L 671
Evaristo Pabon	New York	\$125,896	\$146,487	L 237*
Chip Roth	Greensboro, N.C.	\$125,344	\$156,735	INTL, L 391
Claude Gray	Greensboro, N.C.	\$125,193	\$142,325	INTL, JC 9, L 391
Larry Daugherty	Daly City, Calif.	\$125,188	\$136,583	INTL, L 350
Robert Gartner	St. Louis	\$124,923	\$135,078	JC 13, L 6
William Rainey	Houston	\$124,805	\$129,605	L 747
Nancy Shaw	Anchorage, Alaska	\$124,675	\$130,546	L 959
Thomas Noonan	Manchester, N.H.	\$124,283	\$135,817	L 633
Joseph Valenti	Detroit	\$124,208	\$154,599	JC 43, L 214
John Slatery	Washington	\$123,909	\$142,293	INTL
David Bourne	Wilmington, Ohio	\$123,856	\$145,258	INTL, L 1224
Michael Brya	Waukegan, Ill.	\$123,849	\$137,072	L 301
John Mascali	New York	\$123,771	\$151,211	L 810
Nelson Silva	New York	\$123,771	\$143,706	L 810
James Carson	Portland, Maine	\$123,734	\$134,458	JC 10, L 340
Matthew Condrone	Norristown, Pa.	\$123,648	\$134,376	L 384
Michael McGaha	Washington	\$123,368	\$155,304	INTL
Robert Combine	Louisville, Ky.	\$123,231	\$126,865	L 2727
Mark Gleason	Daly City, Calif.	\$123,230	\$133,491	L 665
Carlos Borba	Martinez, Calif.	\$123,073	\$153,013	INTL, JC 7, L 490, L 315
Randy Korgan	Covina, Calif.	\$123,050	\$147,766	INTL, L 63
Ramona Soto	Fullerton, Calif.	\$122,843	\$124,068	GCC DC 2
Tracey Thompson	Seattle	\$122,750	\$134,909	L 117

Report on Official Salaries Over \$100,000

Name	City	Total Salary	Total Comp.	Affiliations	Name	City	Total Salary	Total Comp.	Affiliations
David Swift	Louisville, Ky.	\$122,529	\$125,827	L 89	S Powers	Southfield, Mich.	\$115,448	\$120,221	BMWE
Michael Goebel	St. Louis	\$122,512	\$138,442	INTL, JC 13, L 688	R Inclima	Southfield, Mich.	\$115,448	\$120,215	BMWE
Robert Ryder	Ft. Washington, Pa.	\$122,511	\$149,624	INTL, L 463	J Superfisky	Southfield, Mich.	\$115,448	\$119,323	BMWE
Osvaldo Loverme	Long Island City, N.Y.	\$122,480	\$140,972	L 808	W Bon	Southfield, Mich.	\$115,448	\$119,178	BMWE
Michael Marcatante	Chicago	\$122,353	\$162,083	L 726*	Gerold Jacobs	Racine, Wis.	\$115,373	\$119,474	JC 39, L 43
Robert Gaines	Norristown, Pa.	\$122,329	\$128,068	L 384	Michael Conyngham	Washington	\$115,281	\$131,426	INTL
Carin Zelenko	Washington	\$122,309	\$137,405	INTL	Mitchell Cairns	Stratford, Conn.	\$115,105	\$119,813	L 1150
Anthony Digrazia	Des Plaines, Ill.	\$122,172	\$132,106	L 781	Richard Rollinson	Stratford, Conn.	\$115,104	\$115,955	L 1150
William Logan	Burr Ridge, Ill.	\$122,141	\$124,201	L 731	Greg Rountree	Houston	\$115,054	\$123,880	L 919
John Koonce	Salem, Ill.	\$122,076	\$128,195	BLET CAN CEN-ILL CEN	Cole Davis	Kansas City, Mo.	\$114,947	\$144,102	BLET NFLK & WEST RWY
Sean Harren	So El Monte, Calif.	\$121,710	\$153,883	L 986	William Moore	Topeka, Kan.	\$114,533	\$154,240	INTL, MO KS, L 696
James Muraki	So El Monte, Calif.	\$121,710	\$139,677	L 986	Larry Gilchrist	Birmingham, Ala.	\$114,400	\$139,972	L 612
Stanton Orr	North Miami, Fla.	\$121,524	\$123,241	L 769	Kristin King	Washington	\$114,363	\$127,536	INTL
Vito Dragone, Jr.	Uniontown, Pa.	\$121,515	\$140,230	INTL, JC 40, L 491	Scott Hilton	Washington	\$114,313	\$162,072	INTL
Lawrence Brennan	Detroit	\$121,282	\$146,156	JC 43, L 337	Edward Pratt	Washington	\$114,302	\$163,066	INTL
Joseph Esposito	Bridgeport, Conn.	\$121,238	\$134,046	L 191	Anthony Mathis	Washington	\$114,294	\$165,522	INTL
Rocco Calo	Stratford, Conn.	\$121,208	\$139,844	L 1150	Louis Baniecki	Washington	\$114,294	\$164,330	INTL
Christine Bailey	Washington	\$121,154	\$161,552	INTL	Richard Huntington	Washington	\$114,294	\$151,697	INTL
Anthony Lepore	Bloomfield, Conn.	\$121,142	\$132,776	INTL, L 671	Heather Wieker	Washington	\$114,294	\$150,662	INTL
Clay Jeffries	Orlando, Fla.	\$121,049	\$135,784	L 385	David Smith	Washington	\$114,294	\$138,174	INTL
R Wehrli	Southfield, Mich.	\$121,036	\$127,908	BMWE	Richard Maxwell	Cayce, S.C.	\$114,276	\$128,603	INTL, JC 9, L 509
Michael Bonaduce	Norristown, Pa.	\$121,009	\$130,352	L 384	Gerald Pauli	Chicago	\$114,275	\$158,247	L 710
Bruce Vivadelli	Mountainside, N.J.	\$121,000	\$133,476	L 863	Jim Cianciolo	Plymouth, Mich.	\$114,000	\$125,886	JC 43, L 243
Sylvia Garza	Los Angeles	\$120,933	\$138,555	L 630	Demos Demopoulos	New York	\$113,980	\$129,637	L 553
John Souza	Modesto, Calif.	\$120,804	\$131,986	JC 38, L 386	Roy Marshall	Washington, Pa.	\$113,741	\$131,957	PA, JC 40, L 585
Louis Miller	St. Paul, Minn.	\$120,746	\$147,732	INTL, L 120	Patrick Radzak	Duluth, Minn.	\$113,478	\$119,917	JC 32, L 346
Clacy Griswold	So El Monte, Calif.	\$120,737	\$170,702	INTL, L 986	Carlos Clavarino	Stratford, Conn.	\$113,110	\$119,777	L 1150
Brent Taylor	Dallas	\$120,462	\$133,267	INTL, L 745	Robert Duncan	Stratford, Conn.	\$113,110	\$114,333	L 1150
Michael T Haffner	Waukegan, Ill.	\$120,271	\$138,889	L 301	Thomas Ziembovic	Detroit	\$113,100	\$123,262	JC 43, L 247
Mark Harrington	Boston	\$120,198	\$142,042	L 25	Clayton Banry	Portland, Ore.	\$113,096	\$128,149	L 223
Gary Mauger	Las Vegas	\$120,154	\$134,493	JC 42, L 14	Janice Oliver	Washington	\$113,090	\$131,532	INTL
Paul Kozicki	Detroit	\$120,150	\$133,211	JC 43, L 247	Robin Mingilino	Chicago	\$113,038	\$119,714	L 710
Sylvester Needham	Long Island City, N.Y.	\$119,980	\$140,241	L 813	Arthur Burns	Fort Worth, Texas	\$112,935	\$118,882	L 997
William Cunningham	Union, N.J.	\$119,957	\$127,208	INTL, L 641	Michael Quinn	Hicksville, N.Y.	\$112,889	\$113,703	BLET GCA 269
Ronan Kozuma	Honolulu	\$119,901	\$124,428	L 996	Steve Stone	Louisville, Ky.	\$112,781	\$115,980	L 2727
Ray Wallace	Powell, Tenn.	\$119,258	\$120,892	BLET GCA 4	Anthony Judge	Chicago	\$112,750	\$125,415	L 706
Donald Tessier	Seattle	\$119,250	\$136,765	L 117	Floyd Prusinski	Elmhurst, Ill.	\$112,730	\$138,498	INTL, L 754
Michael Yaeger	Chicago	\$119,187	\$133,348	INTL, L 786	Joseph Lanthier	San Bruno, Calif.	\$112,724	\$135,859	L 856
Roger Carbo	New York	\$119,158	\$120,818	GCC L 2	Michael Klootwyk	St. Paul, Minn.	\$112,699	\$140,186	INTL, L 120
Michael Smith	New York	\$119,106	\$123,222	L 810	Brian Kildee	Washington	\$112,609	\$140,878	INTL
Daniel Kreiser	Trenton, N.J.	\$119,073	\$123,004	L 35	Mark Rime	Minneapolis	\$112,592	\$128,080	JC 32, L 638
Leonard Smith	Seattle	\$118,983	\$138,526	INTL, L 117	James Kelly	Philadelphia	\$112,498	\$119,500	L 500
Tom Vincent	Louisville, Ky.	\$118,901	\$131,742	BR, L 783	Catherine Heckla	Chicago	\$112,466	\$113,727	L 710
James Kimball	Washington	\$118,746	\$134,148	INTL	Paul Mihalow	Covina, Calif.	\$112,388	\$123,302	JC 42
Colvin Bolton	Louisville, Ky.	\$118,457	\$127,087	L 89	Jose Rojas	New York	\$112,242	\$132,418	L 272
John Falzone	Chicago	\$118,377	\$158,738	L 726*	Arthur Cantu	San Diego	\$112,230	\$129,989	INTL, L 36
Melissa Riner	Washington	\$118,369	\$127,409	INTL	Hollis Hypes	Washington	\$112,201	\$123,354	INTL
Mitzi Montemore	Washington	\$118,369	\$126,513	INTL	Steven Sullivan	Boston	\$112,154	\$125,384	L 25
Jesus Gonzalez	Los Angeles	\$118,300	\$133,615	L 630	Russell Stepp	Amarillo, Texas	\$112,116	\$123,309	JC 80, L 577
James Florkiewi	Waukegan, Ill.	\$118,283	\$130,237	L 301	Steve Bottieri	Wayne, N.J.	\$112,001	\$126,040	JC 73, L 945
James Monagle	Norristown, Pa.	\$118,034	\$118,577	L 384	Bradley Slawson, Jr.	St. Paul, Minn.	\$111,883	\$142,191	L 120
George Joseph	S. Easton, Mass.	\$117,861	\$125,093	L 653	Kevin Curry	Elmsford, N.Y.	\$111,866	\$141,135	L 456
Paul Krueger	Waukegan, Ill.	\$117,763	\$124,417	L 301	George Slicis	Boston	\$111,792	\$123,143	L 25
Yvette Hoeg	Waukegan, Ill.	\$117,763	\$121,739	L 301	Jose Monjaras	Long Beach, Calif.	\$111,748	\$125,384	L 911
Robert Weber	West Allis, Wis.	\$117,745	\$134,487	INTL, L 344	David Pietroforte	Boston	\$111,698	\$121,358	L 25
Thomas Watt	Portland, Ore.	\$117,690	\$128,349	INTL, L 305	Thomas Mari	Boston	\$111,684	\$124,849	L 25
Michael Simeone	Denver	\$117,242	\$141,181	JC 3, L 17	Sally Payne	Washington	\$111,673	\$142,988	INTL
Chester Mordasini	Long Beach, Calif.	\$117,205	\$133,548	L 911	Louis Malizia	Washington	\$111,673	\$128,235	INTL
William Elder	Ventura, Calif.	\$117,130	\$129,561	L 186	Ronald Cancelose	Washington	\$111,673	\$120,662	INTL
William O'Keefe	Hazlet, N.J.	\$117,027	\$129,437	INTL, L 469	Louis Calemine	Valley Stream, N.Y.	\$111,657	\$121,753	L 295
Robert McAllister	Boston	\$116,997	\$128,587	L 25					
Aaron Sawyer	Washington	\$116,911	\$126,964	INTL, L 922					
Paul Lovinus	West Allis, Wis.	\$116,817	\$123,642	JC 39, L 344					
Daniel Bartholomew	Minneapolis	\$116,601	\$119,923	INTL, JC 32, L 289					
Edward Rendon	Covina, Calif.	\$116,563	\$127,287	INTL, JC 42, L 63					
Gene Kries	New York	\$116,561	\$131,022	GCC 1-L					
John Capobianco	Waterbury, Conn.	\$116,555	\$131,096	L 677					
George Brier	Waterbury, Conn.	\$116,555	\$130,875	L 677					
Warren Lucid	Waterbury, Conn.	\$116,555	\$128,617	L 677					
Wesley Jenkins	Forest Hill, Texas	\$116,538	\$126,950	L 767					
Linda Russolino	Providence, R.I.	\$116,250	\$125,950	L 251					
Michael McHugh	Orange, Calif.	\$116,163	\$123,052	L 952					
Wayne Schultz	Madison, Wis.	\$116,085	\$124,635	INTL, JC 39, L 695					
P Geller, Sr.	Southfield, Mich.	\$115,951	\$151,746	BMWE					
Dawn Iacino	Washington	\$115,872	\$130,756	INTL					
Robert Doss	Covina, Calif.	\$115,600	\$153,122	INTL, L 63					
Diana Franken	Salem, Ore.	\$115,581	\$125,095	JC 37, L 670					
D Griffin	Southfield, Mich.	\$115,448	\$120,866	BMWE					

See the entire listing at www.tdu.org/2009salaryreport

Key to the Report:

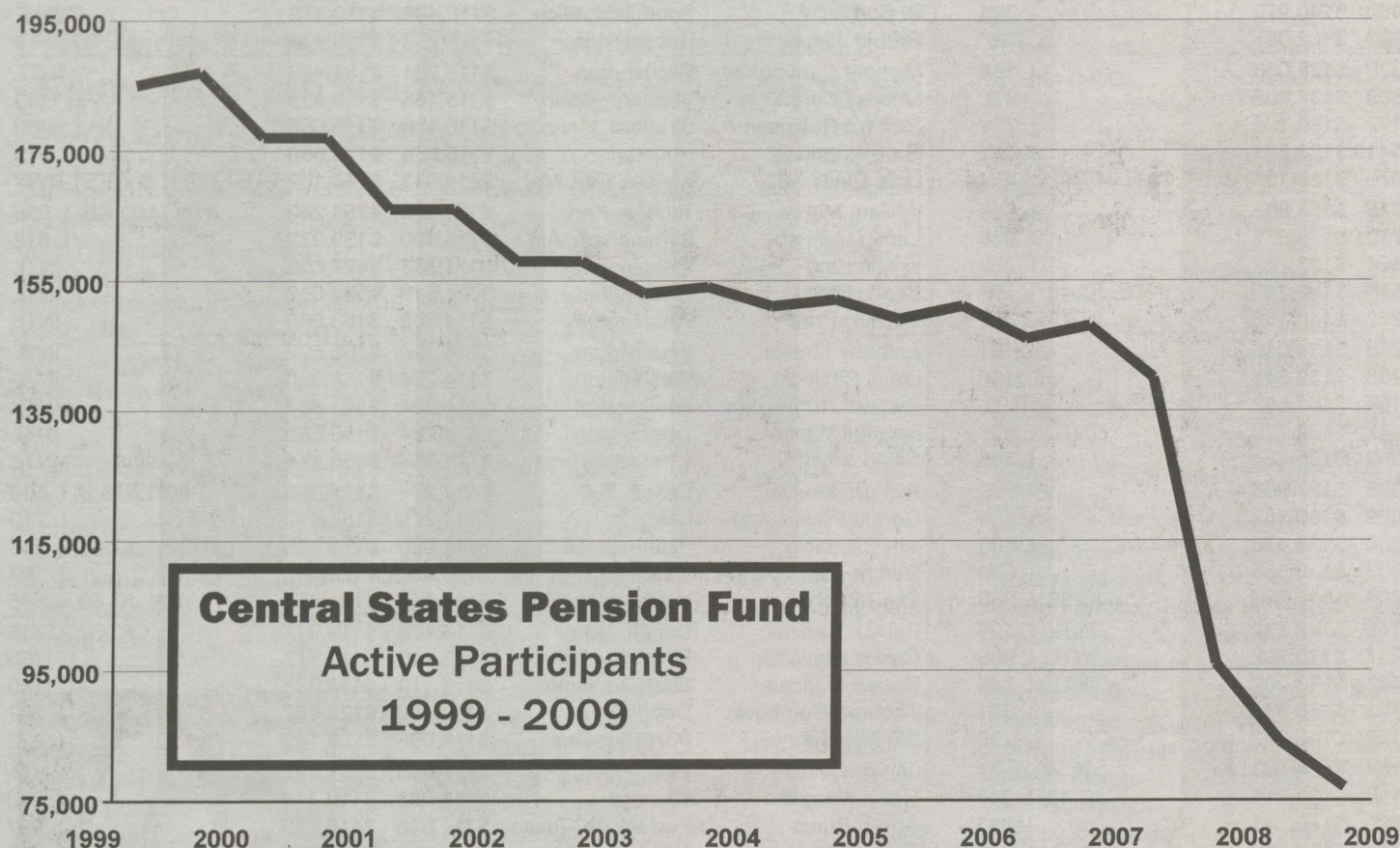
This chart lists Teamster officials and staff who received salaries of over \$100,000 in 2008. This information was compiled from hundreds of Department of Labor LM-2 and LM-3 forms and IRS Form 990 reports. Total compensation includes salaries, allowances and expenses, but does not reflect other benefits such as pensions and automobiles.

Footnotes: *The LM form or Form 990 was not available for 2008, number based on 2007 forms.

Abbreviations: BLET=Brotherhood of Locomotive Engineers and Trainmen; BMWE=Brotherhood of Maintenance of Way Employees; BR=Brewery and Soft Drink Workers Conference; CANNERY=Cannery Council; GCC=Graphics Communications Conference; INTL=International; JC=Joint Council; KY-WV=Kentucky-West Virginia Conference; L=Local Union; MO KS= Missouri-Kansas-Nebraska Conference; NMP=Newspaper, Magazine, Print Conference; OH=Ohio Conference; PA=Penn. Conference

Central States Pension Fund

Ten Years of Decline Under Hoffa



This graph shows the decline in participants in the Central States Pension Fund during the 10-year reign of James Hoffa as Teamster president. The number of active participants has fallen from 185,000 in 1999 to 77,000 in 2009, a loss of well over 100,000 participants to the fund.

The number of participants dropped sharply in December 2007 when Hoffa let UPS pull 44,000 Teamsters out of the fund. During Hoffa's tenure, an additional 64,000 members were lost.

In addition, the number will fall further, with the temporary withdrawal of YRCW from the fund.

The number of retirees has remained steady at about 212,000 for the past six years.

The answer lies in defending our contracts and pension plan, and new organizing to strengthen our union and pension fund.

Source of information: Central States Fund Financial and Analytical Report, August 2009. Available at www.tdu.org.

Central States Fund:

Assets at \$17.5 Billion; New Reemployment Rule

A review of the second quarter Financial and Analytical Report of the Central States Pension Fund shows that assets are up, but its problems continue.

Central States has also slightly amended its 'reemployment' rule which will help some over-65 retirees.

As of June 30, CSPF assets stood at \$17.5 billion, almost exactly the same as the \$17.4 billion in assets at the start of 2009. The fund made 15.0 percent on its investments in the second quarter, thanks to the big run-up in the stock market. Central States now holds 69 percent of its

assets in stocks and 28 percent in bonds.

The number of active participants is down to 77,000, while the number of retirees holds steady at 212,000.

Most Teamster leaders agree now in private that Hoffa's big giveaway was a disaster: allowing UPS to take 44,000

full-timers, most of them young, out of the union plan.

The new problem for the fund is Yellow Roadway Corp. YRC was allowed to defer six months of past-due payments, amounting to about \$125 million that it owes the fund. The fund, along with some other Teamster funds, now holds a lien on 150 terminal properties of YRC as collateral.

YRC is required to start paying back the deferred amount in January 2010, over a three year payment period. Even worse, YRC is now terminated from the fund for 18 months, and thus not liable to make pension contributions until January 2011.

The Central States Financial and Analytical Report is available only at www.tdu.org.

Reemployment Rules

In August the fund made a change in its reemployment rules, which generally bar retirees from working in Teamster core industries or in a field similar to their prior Teamster work.

Retirees older than 65 who have not worked in their Teamster work or any employment barred under the rules for one year, can now take any job and draw their pension.

The change will not help retirees under 65, but some over 65 will now be given more latitude to work, including in truck driving, while drawing their pension.



YRC Pension Withdrawal Hurts Funds

YRC is saving \$40 million per month by not paying into any Teamster pension fund on its 35,000 Teamster employees. This concession is aimed at keeping YRC afloat, and its hard-working drivers, dockhands, mechanics and office workers on the job.

But that same saving for YRC means a \$500 million annual deficit in payments to Teamster pension funds. Some, like the Western Conference Fund, can absorb the loss because of a good funding level and because YRC represents a small fraction of that fund's income.

Some other funds are being badly hurt. The Central States Fund is heavily dependent on YRC's contributions, because the International Union let UPS pull out in December 2007. With YRC not contributing, Central States's annual employer contribution stream now stands at \$702 million per year, but its benefit pay-out stream is \$2.734 billion per year.

That means Central States takes in \$1 for each \$3.89 it is paying in benefits, and must make up the difference on its investments, which is highly unlikely.

Some smaller pension funds in the East are also heavily hit by YRC's temporary withdrawal from pension funds, such as the New York Local 707 fund and the Baltimore Local 557 fund.

Thus the YRC concessions, which are designed to save jobs, also are putting some Teamster pension funds, and future Teamster retirees, in a world of hurt.

Baltimore Fund Cuts Early Retirement

Baltimore pension trustees have made drastic cuts to early retirement benefits for freight and carhaul Teamsters.

Now many are facing more years on the job than they ever expected.

On Aug. 4., the Local 557 Pension Fund announced drastic cuts for Teamsters taking early retirement after Sept. 4. (The Teamsters are members of Local 355, but they kept their own pension fund after their locals merged.)

Before the cuts, members with 30 years of service could take an unreduced pension at age 55.

Now, Teamsters who retire before age 65 will take a big cut. A Teamster retiring at age 60 will only get 57.15% of their full pension. A Teamster retiring at age 55

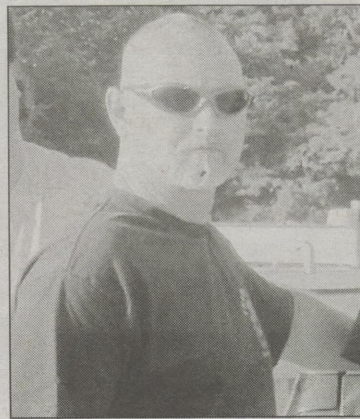
will only get 34.59% of their pension.

For example, a 30-year Teamster retiring at age 59 will lose over \$1,300 a month, for life.

"I was one year short of the Sept. 4 deadline," said Luther Clark, a 31-year Teamster in Local 355. "I was planning on retiring next year. Now I'm looking at ten more years in the truck."

These cuts are possible because the fund is in the Red Zone.

This is the second year in a row that Local 355 officials have cut benefits for



I Thought I Only Had One Year to Go

"We only found out our fund was in trouble when they announced the cuts."

"I was one year short of the Sept. 4 deadline. I was planning on retiring next year. Now I'm looking at ten more years in the truck."

**Luther Clark, New Penn
Local 355, Baltimore**

Baltimore Teamsters. Last year, Local 355 President Denis Taylor froze the pension in the largest Local 355 plan, a fund that covers Teamsters at UPS, Sysco, US Foods, but not freight and carhaul.

Hundreds of Teamsters signed a petition against the cuts, and this year, their plan ended the freeze and restored a small

pension accrual.

Both times, Local 355 Teamsters were left in the dark about the problems with their pension funds.

"We only found out our fund was in trouble when they announced the cuts," Clark said.

**CHECK
OUT**

DUMP HOFFA.org

This month, Teamsters across our union are launching a national campaign to Dump Hoffa.

We have one year to recruit 10,000 Teamsters to our campaign army.

Check out www.DumpHoffa.org and find out how you can help.



Order Dump Hoffa Gear



Black Union Made T-Shirts

\$15 each ♦ \$12 each for 10 or more

Bumper Stickers: 4" x 6" Oval

10 for \$6 ♦ 50 for \$25

Name _____ Local _____

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City _____ State _____ Zip _____

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☐ Payment enclosed MC/Visa/Amex _____ Exp _____

Only current Teamsters can buy Dump Hoffa gear.

Make checks payable to TDU. Return to TDU, PO Box 10128, Detroit, MI 48210

ITEM	SIZE	QUANTITY	PRICE
BLACK T-SHIRTS	M		
	L		
	XL		
	2XL		
	3XL		
BUMPER STICKERS			
Shipping included on all orders			TOTAL

**ATTEND
THE 2009**

TDU Rank & File Convention

Nov. 6-8, 2009 ♦ Cleveland Airport Sheraton

“We’ll see you at the TDU Convention”

“Teamsters for a Democratic Union is growing in Puerto Rico.

“Ten of us will be attending the TDU Convention to share strategies and unite across North America to return our union to the members.”

Jose Grajales, Migdalia Magriz

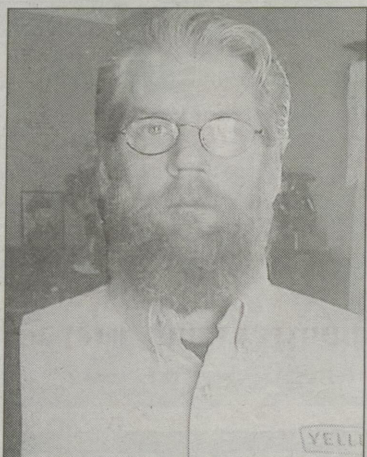
Mara Quiara, Humberto Miranda

Local 901

Crowley Puerto Rico Services, Puerto Rico



“If you want to Dump Hoffa, be at the TDU Convention.”



“Every freight Teamster is frustrated and concerned about our future. There’s also a ton of anger.”

“We need to figure out how to channel all this into a plan going forward.”

“TDU is all about making that happen. The convention is a great place to meet and strategize with other brothers and sisters.”

“I’ll see you there.”

Frank Rogers, YRC

Local 41, Kansas City, Mo.



Convention Workshops

- ▶ **Writing and Investigating Grievances**
- ▶ **Bargaining to Protect Jobs**
- ▶ **Legal Rights on the Job and in the Union**
- ▶ **Advanced Grievance Handling**
- ▶ **Preparing the Tough Discharge Case**
- ▶ **Running for Local Union Office**
- ▶ **Using the Family and Medical Leave Act**
- ▶ **The Future of Teamster Pensions**
- ▶ **Working Safe, Working Smart at UPS**
- ▶ **Understanding the Economic Crisis**
- ▶ **Organizing to Dump Hoffa**
- ▶ **And much more**, including Q&As with legal experts, industry meetings, and caucus meetings for African-American, Latino, and women Teamsters.

Make Your Plans for The TDU Convention

Go to www.tdu.org/convention, or call (313) 842-2600 to register today.

Now is the time to get the best airfare rates for the TDU Convention. If you need help booking a ticket, call the TDU office at (313) 842-2600.